

How Can I File Discrimination Complaint?

If you believe that you or others protected by Title VI of the Civil Rights Act of 1964 have been discriminated against because of your race, color, national origin, or sex, you may file a written complaint with the MDOT's OCR, or any of its District or Division Offices' designated Title VI Officer.

A signed written complaint should be filed generally with 180 days of the date of the alleged discrimination. Your complaint should contain:

- Your name, address and telephone number. Complaint must be signed to be enforceable. A verbal complaint can be made to the MDOT's OCR, or any of the District or Division's Title VI Officers to be put in writing for verification and a signature.
- An explanation of how, why, and when you believe you were discriminated against. Include as much background information as possible about the alleged acts of discrimination.

Once complaint is filed, it will be reviewed by MDOT to determine whether it has jurisdiction to investigate the issues you have raised. Once jurisdiction is determined, MDOT will investigate your allegations and attempt to resolve violations it has found.

What If the Recipient Retaliates Against Me for Asserting My Rights or Filing a Complaint?

A federal funds recipient is prohibited from retaliating against you or any person because he or she opposed an unlawful policy or practice, or made charges, testified, or participated in any complaint action under Title VI. If you believe that you have been retaliated against, you should immediately contact the MDOT's Office of Civil Rights.



For more information contact:

Office of Civil Rights - Title VI Coordinator
Mississippi Department of Transportation
Post Office Box 1850
Jackson, Mississippi 39215

tel. 601.359.7919
fax 601.576-4504



For more information or a copy of a complaint form, please visit GoMDOT.com.

Your Rights Under Title VI of the Civil Rights Act of 1964



"No person in the United States shall, on the grounds of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."



OFFICE OF CIVIL RIGHTS

Policy and Assurances

It is the policy of the Mississippi Department of Transportation (MDOT) to assure full and affirmative compliance with Title VI of the Civil Rights Act of 1964, as amended, and related statutes and implementing regulations. MDOT has given certain assurance to the U.S. Department of Transportation in this regard.

What is Title VI?

Title VI is a component of the Civil Rights Act of 1964 which is the Federal law that protects individuals from discrimination on the basis of their race, color, or national origin in programs that receive Federal financial assistance.

Other key regulations created in conjunction with Title VI are the "Federal Action to Address Environmental Justice in Minority Populations and Low-Income Populations" (EJ), and "Improving Access to Services for Persons with Limited English Proficiency" (LEP).

EJ states that "each agency shall make achieving environmental justice part of its mission by identifying and addressing, as appropriate, disproportionately high and adverse human health or environmental effects of its programs, policies, and activities on minority populations and low-income populations."

LEP requires that each agency examine the services they provide, identify any need for services to those with limited English proficiency (LEP) and develop and implement a system to provide those services so LEP persons can have meaningful access to them.

Other related statutes provide protection against discrimination on the basis of age or disability by programs receiving federal financial assistance.



Who is a LEP Person?

A Limited English Proficient (LEP) person does not speak English as their primary language and have a limited ability to read, speak, write or understand English.

What Discrimination Does Title VI Prohibit?

There are many forms of discrimination based on race, color, national origin, sex, age, or disability that can limit the opportunity of individuals to gain equal access to service and programs. In operating federally assisted programs, a recipient cannot discriminate either directly or through contractual means by:

- Denying programs services, financial aids, or benefits;
- Providing a different service, aid, or benefit, or provide them in a manner different than they are provided to other or;
- Segregation and separately treating individuals in any manner related to the receipt of any service, financial aid, or benefit.

Any federal financial aid recipient (such as Metropolitan Planning Organizations and local cities and counties) is required to administer its program and activities without regard to race, color, national origin, sex, or socioeconomic status.

Who Bears Responsibility to Title VI?

Title VI compliance and monitoring are the responsibility of MDOT employees and its special emphasis program area under the U. S. Department of Transportation

- Planning
- Roadway Design
- Right of Way
- Environmental
- Research

MDOT strives to ensure that access to and use of all programs, services, or benefits derived from any MDOT activity will be administered without regard to race, color, national origin, sex, or socioeconomic status.

The MDOT Office of Civil Rights (OCR) will provide continuous leadership, guidance, and technical assistance to ensure ongoing compliance with Title VI, Environmental Justice and Limited English Proficiency.

Title VI Federal-aid Contract Provisions:

All Federal-aid contracts must include Title VI contract assurance language which requires compliance with Title VI of the Civil Rights of 1964. Federal-aid contractors may not discriminate in selection & retention of first-tier subcontractors; subcontractors may not discriminate in selection & retention of second-tier subcontractors who participate in Federal-aid highway construction; and contractors and subcontractors cannot discriminate in their employment practices in connection with highway construction projects or projects assisted by Federal Highway Administration.